

## EISA-based Token Ring card introduced

The most powerful server-based network interface controller available for Token Ring networks—the COMPAQ 32-Bit DualSpeed Token Ring Controller—was announced last month.

The COMPAQ 32-Bit DualSpeed Token Ring Controller takes advantage of the increased performance of EISA when used with the COMPAQ SYSTEMPRO and the COMPAQ DESKPRO 486/25. It allows communications data to be transferred up to 32 percent faster than the IBM Token Ring Network 16/4 Adapter/A. This high performance is especially important in demanding server applications such as bridging between multiple sub-networks and client-server computing.

“The COMPAQ 32-Bit DualSpeed Token Ring Controller complements the COMPAQ SYSTEMPRO and COMPAQ DESKPRO 486/25 product lines by providing customers with optimal server capabilities to boost the performance of their networks,” Mike Swavely, President, North America, said. “It not only provides unmatched data throughput, but by adhering to recognized Token Ring industry standards, this network interface controller is fully compatible and interoperable with customers’ existing Token Ring environments.”

To enhance performance and maximize processor availability for application

tasks, the controller uses 32-bit EISA bus master technology to transfer data to and from system memory in burst rates of up to 33 megabytes per second.

To further bolster networking capabilities, users can install multiple controllers in the COMPAQ SYSTEMPRO or COMPAQ DESKPRO 486/25—a seamless upgrade of networking power. For example, a second controller in the COMPAQ SYSTEMPRO will deliver 99 percent additional data throughput, while a second adapter in the IBM PS/2 Model 80 provides only 43 percent more throughput. Users may install up to five controllers for maximum performance.

The COMPAQ 32-Bit DualSpeed Token Ring Controller features optimized drivers for superior performance across a range of popular network operating systems, including Novell NetWare 386, Novell NetWare 2.1X and Microsoft LAN Manager. With the controller, users can run thousands of networking applications faster and without modification.

The controller supports direct connections to shielded and unshielded twisted-pair cabling at both 16- and 4-megabits per second media transfer rates. In particular, the capability to run unshielded cabling at 16 megabits per second allows users to take advantage of

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## MUNICH



*This beautiful historic city in the shadow of the Alps is home to one of Compaq Computer Corporation's largest international subsidiaries. For more information on Munich and Compaq West Germany, please see page 7.*

## Heart & Sole



*K. Doug Stewart hands off the baton to Bob Fusco on their way to a third-place finish in the men's competition during the American Heart Association Heart & Sole Fun Run held recently in Houston. For more information, see page 4.*

## Company reports sales increase of 28 percent

Compaq sales rose to \$872 million during the first quarter of 1990, a 28 percent increase when compared with sales of \$683 million for the first quarter of 1989.

First quarter net income of \$92 million, or \$2.13 per share on a fully diluted basis, represents an 11 percent increase over net income of \$83 million, or \$1.95 per share on a fully diluted basis, reported for the first quarter of 1989.

“Compaq’s first quarter results reflect an extremely strong growth rate in our international business,” said Rod Canon, Compaq Chief Executive Officer. “For the first time, our international sales comprised more than half our revenue. Our international revenue grew 56 percent, fueled primarily by strong European PC market growth and increasing Compaq market share in Europe. Our North American revenue increase of 4

percent reflects the sluggish North American business PC market which showed no significant growth over the first quarter of 1989.”

Sales outside North America accounted for 56 percent of the company’s revenue during the recent quarter, strengthening the company’s number two position in the European business PC market.

The company began shipments of the COMPAQ DESKPRO 486/25 in March and also began high volume shipments of the COMPAQ LTE and COMPAQ LTE/286 during the quarter. Higher volume production of the COMPAQ SYSTEMPRO PC system, which began shipping in December 1989, improved the product’s previously limited availability.

Also during the quarter, the company introduced and began shipping the COMPAQ DESKPRO 386/25c.



# Products receive two more awards

COMPAQ personal computers have recently received two more honors from industry publications—the Networking Excellence Award from LAN TIMES Magazine and a CADENCE Magazine Top Ten Award.

The COMPAQ DESKPRO 386/33 received the highest score of all 33 MHz machines from LAN TIMES and the National Software Testing Laboratories (NSTL) during testing for the award.

The magazine's staff and NSTL developed and used an array of tests based on real-life applications for the annual awards testing. Also, a battery of custom-designed performance tests was developed to determine how products run in networking environments.

"This network computing orientation means the COMPAQ DESKPRO 386/33 has received this award because

of its networking excellence, and only products that are truly exceptional receive such an award," wrote Edward Liebman, Editor in Chief, in the notification letter. "We would like to congratulate Compaq on developing such a product."

LAN TIMES is distributed to more than 110,000 readers including network managers, systems integrators, resellers and MIS/DP managers.

Based on a recent poll, CADENCE Magazine readers chose COMPAQ products as their top choice for AutoCAD (computer-aided design) software applications.

Cadence is published monthly by Ariel Communications for around 55,000 professionals using AutoCAD. AutoCAD is a general purpose, computer-aided design software package for desktop computers and workstations.

A questionnaire was included in the December 1989 issue asking readers to select their favorite products in 10 categories. In the favorite company category, COMPAQ PCs were chosen two-to-one over competitors.

According to Dataquest, Compaq was the year's leading supplier of CAD products, including PCs, workstations and host-based systems. A 1990 study issued by Anderson Publishing's THE ANDERSON REPORT estimates that AutoCAD is used by 64.7 percent of CAD users worldwide. THE ANDERSON REPORT is an international newsletter with information, analysis and news on computer graphics and applications of this technology, with a primary focus on CAD/CAM (computer-aided manufacturing) and CAE (computer-aided engineering).

## Compaq up 45 places on Fortune 500 list

The company's ranking has risen 45 places to 157 in Fortune Magazine's annual listing of the nation's 500 largest industrial corporations. Also, the Compaq rank according to profits has risen 42 places from 118 to 76.

Fortune Magazine annually lists the nation's 500 largest industrial companies which receive more than

**The Compaq rank according to profits has risen 42 places from 118 to 76.**

50 percent of their earnings from manufacturing or mining.

Compaq achieved "Fortune 500" status in 1985, reporting sales of \$503.9 million, making it the first company to reach the Fortune 500 in less than four years. In 1986, with revenue of \$625 million, Compaq rose to 409 on the Fortune 500 list.

In 1987, the company surpassed \$1 billion in annual sales—faster than any other company in business history—and rose to 282 on the list. Sales for 1988 were \$2.1 billion, topping \$2 billion in a record six years.

## Office Centers at Sears offer COMPAQ products

Two Office Centers in Sears Department Stores in Richmond, Va. recently began selling selected COMPAQ products on a trial basis.

Both locations, operated by Sears Business Centers, offer the COMPAQ LTE and COMPAQ LTE/286, the COMPAQ SLT/286 and the COMPAQ DESKPRO 286e. Staff at both centers have participated in Compaq training on these products.

"We always encourage innovative ideas for serving potential customers

who otherwise might not be exposed to the power and performance of COMPAQ computers. Sears Business Centers' experience with servicing and supporting our products will be an important factor in this test," said Mike Swavely, President, Compaq North America.

"Compaq is a leading PC manufacturer because they build some of the most innovative computers available," said Bill Lenahan, President of Sears Business Centers. "Many of their prod-

ucts meet the specific needs of the small business and home office users we serve."

The Office Centers are located at the Cloverleaf Mall and Regency Square Shopping Center in Virginia. They specialize in supplying the needs of small business and home office markets. They carry office equipment made by several top manufacturers, and also offer training programs and repair service. Sears Business Centers is a division of Chicago-based Sears, Roebuck and Company.

## Token Ring card

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the fastest standard Token Ring speed using the most cost-effective cabling.

Adhering to IEEE 802.5 Token Ring standards, the new Token Ring controller can work with PCs and Token Ring controllers from Compaq and other leading vendors. This preserves customer investment in existing Token Ring environments while allowing them to take advantage of the company's reputation for high-performance, well-engineered and reliable products.

"Our customers asked us to deliver a high-performance EISA-based Token Ring controller that is fully compatible with their installed bases, and with availability wherever COMPAQ computers are sold," Swavely said. "This controller is the result of that development effort. It is supported and distributed worldwide through Authorized Dealers."

Installation of the COMPAQ 32-Bit DualSpeed Token Ring Controller is simplified when used with the COMPAQ SYSTEMPRO and COMPAQ DESKPRO 486/25. COMPAQ EISA-based products incorporate a software-assisted configuration utility that eliminates the need for setting jumpers and switches.



**Congratulations! Employees working in CCM 1/2 celebrated an important accomplishment last month—they worked 1.4 million hours last year and recorded no lost time due to injuries. COMPAQ desktop PCs are manufactured in CCM 1/2 in Houston.**



# Compaq recycles manufacturing by-products

While working toward reducing the amount of waste generated during Compaq manufacturing processes, the company is recycling as much of the waste as possible.

"We are using waste minimization," says Walt Rosenberg, Corporate Manager of Environmental Affairs. "We can't reduce our waste volume to zero, so that's where recycling comes in. We always ask, 'Do we have to use a product that generates waste? If so, can we reduce its use? What can we do to recycle that waste?'"

According to Rosenberg, the biggest by-product recycling effort at Compaq is aimed toward chlorofluorocarbon or CFC—Freon—recycling. To decrease emissions and control costs, the company has installed a recycling process which allows the CFC to be reused. The CFC is used as a cleaning agent, collected when it gets dirty, cleaned and reused. When it gets too dirty for Compaq equipment to effectively clean, it is shipped to an off-site CFC recycling center for further recycling.

In 1989, 8,415 gallons—or approximately 100,000 pounds—of Freon was shipped to recycling centers by Compaq. This did not include the Freon recycled on-site by Compaq.

Compaq also recycles flux and thinner. Flux and thinner remove oxidized material from the electrical leads and metal surfaces on printed circuit boards before soldering. Rosenberg explains they work the same way as household silver cleaner.

After the flux and thinner have been used, they are sent to a "fuels blending program," where they are used as an alternate fuel source—instead of oil—at a cement kiln.

About 9,075 gallons—more than 60,000 pounds—of flux and thinner were recycled in 1989. Oxidized solder dross—a by-product resulting from the combination of solder and air—is shipped to a recycling program at a solder house. The dross is recycled into usable solder.

Rosenberg says Compaq is also working on a program to recycle nickel



*The Vapor Degreaser Still is used to redistill freon, used as a cleaning agent, so the company can reuse the CFC. This process allows the company to decrease emissions and control costs.*

cadmium batteries. The company is evaluating facilities that can recycle the batteries properly.

He explains that, because of government regulations, it is important to be aware of what happens to manufacturing by-products.

"It's called the 'cradle to grave' regulation," he says. "The company that produces the by-product has long-term liability for that by-product. Even if we sell it for recycling, we are still respon-

sible. We have to be very careful that the recycling facilities we deal with are responsible." He adds that Compaq manufacturing by-products are more valuable than most other recyclable materials.

Compaq also recycles waste oil from manufacturing equipment, scrap boards and other materials. Cardboard boxes used in the manufacturing processes are burned in the company incinerator, which produces energy to heat and cool Compaq buildings.

"I think we are doing more than other companies," Rosenberg says. "Our philosophy is to recycle whenever possible. It just makes sense. If we didn't recycle, we'd reduce our resources and increase costs. We'd also have an increased environmental impact without recycling. It's just the right thing to do."

He adds that by the time all planned company-wide recycling programs are in place, Compaq will be in the forefront of recycling.

## Environmental tips

The following is a list of tips from the book, "The Greenhouse Crisis: 101 Ways to Save the Earth" to use at home to help conserve our environmental resources.

1) **Ask your utility company for a home improvement survey.** Your local utility company may offer an energy audit service. This audit is a good first step to take in assessing energy waste in your home.

2) **Clean all lamps and lighting fixtures regularly.** Dust and dirt absorb light, which makes your fixtures less efficient.

3) **Run your dishwasher only when it's full.** The average dishwasher uses approximately 14 gallons of hot water per load. Combine loads of dishes to avoid energy waste, but don't overload.

4) **Run full loads in the dryer, but air dry your laundry when possible.** If you must use a dryer, make sure it's full to maximize energy use. However, when weather and circumstances permit, use air drying.

5) **Encourage family, friends, colleagues, neighbors and local organizations to recycle and spon-**

**sor recycling efforts.** Recycling drives are an excellent source of income for local organizations. Collecting paper and aluminum cans can support everything from the local high school band to youth service organizations.

6) **Make sure your automobile brakes are properly adjusted.** Dragging brakes can rob a car of fuel efficiency. Keeping your brakes properly adjusted will save fuel, and may help save your life.

7) **Don't buy Halon fire extinguishers.** These fire extinguishers contain ozone-depleting Halon gases.

Purchase traditional types of fire extinguishers instead.

8) **Landscape your lawn with trees and shrubbery.** Because trees are many times more effective than lawns in absorbing carbon dioxide, plant trees when landscaping your yard.

9) **Buy plants with vigorous, plentiful leafing patterns.** These plants are the best oxygen suppliers and also are great absorbers of carbon dioxide.

10) **Purchase water-efficient appliances.** Choose appliances that offer maximum water efficiency.



## PCs withstand trials by fire

On the desk of Adrian Anglin, owner of Anglin Realty in Roanoke, Va., sits a three-year-old COMPAQ DESKPRO. One glance tells the casual visitor that this is not your ordinary personal computer. The monitor is a bit warped and the exterior is charred.

Such imperfections don't bother Anglin however. They bear mute testimony to this PC's literal trial by fire.

According to Anglin, the personal computer survived a blaze that destroyed the renovated home from which he ran his business. For three days after the Dec. 11 fire, Anglin was unable to get into his office to inspect the damage. When he was allowed in, he discovered his worst fears had come true—his COMPAQ DESKPRO had caught fire, been hit directly with water from a high-pressure fire hose and was still sitting in dust and water.

"Luckily, I had all my backups on tape in a fire-proof safe, so I leased a PC and got back on line the next day," he recalls. "In the meantime, I dried the COMPAQ PC out for three days and cleaned the ash out of it. Then I turned it on—not expecting much—and heard the familiar whirr of the drive booting up. There was no loss of data from my hard disk. It was the most incredible thing you could imagine."

Anglin had to replace the keyboard, which had melted, and another vendor's tape back-up system. He has scrubbed some soot off the exterior. But he's not planning to paint it, or trade the charred PC for a cleaner model. He believes such imperfections demonstrate the durability of COMPAQ products.

"I think the light-colored exterior helped reflect some of the radiation and heat that destroyed other items in my office," he maintains. "My black telephone, for example, was melted beyond repair. If I could tell a company how to design something, I would suggest a light-colored exterior."

But Anglin is not discounting the overall resilience of COMPAQ products. "I had no hope for this machine when I saw what had happened," he admits. "But now that it's been up and running

for more than 30 days with no problems, I've become a believer."

### An earlier blaze

As amazing as Anglin's story is, it's not the only case of a COMPAQ product surviving a blaze.

In March of 1988, a 70-year-old renovated home that served as an architect's office in Blacksburg, Va., was set on fire. The fire began at the back of the house and spread quickly through the CAD room that contained the architect's COMPAQ DESKPRO 386/20 equipped with a CAD system, as well as a plotter and other computer equipment.

Glenn Reynolds, principal in Rogers and Reynolds Architects, recalls that when he was able to get to the computer room, he quickly moved all the equipment out of the water and called some local dealers to see if they could help him.

"I finally found a local dealer who agreed to lease me a new computer. That dealer contacted Compaq about my situation, and Compaq immediately flew a DESKPRO 386 to the dealer so I could finish a project I'd been working on. I took the hard disk with all my information out of the burned machine and inserted it into the new COMPAQ PC and it worked perfectly. Two years later, the same hard disk is still in my machine."

Reynolds had his original PC checked for damages, and was delighted to discover how well the machine had survived the blaze. "Despite the smoke, heat and water, all we lost was the math coprocessor and the motherboard. The dealer put in a new motherboard and new coprocessor and cleaned it up. I had to buy a new keyboard, since the old one was badly warped, but even it still worked."

Because of the quick response he got from Compaq through his dealer, Reynolds was able to finish the project he had been working on before the fire.

"I can't say enough about Compaq," he stresses. "COMPAQ computers are much tougher than anyone could imagine."

## Bruised but not broken

The following letter from Dolphin Marine Systems attests to the ruggedness of COMPAQ personal computers.

"We have been using COMPAQ portables for our development and demonstration work since 1983 when we bought our first 'lovable luggable.' The quality, reliability, overall design, keyboard layouts and recognition factor all influenced our purchasing decisions. The wisdom of those decisions has been confirmed through thousands of hours of use, hundreds of demonstrations and trade shows, and thousands of miles of travel abuse.

"However, none of that prepared us for the events of Oct. 10, 1989, when we were packing a van for a boat show in Annapolis, Maryland. We were an hour late for a four-hour drive and 12 days of demonstrations...when disaster struck!

"The main demo computer (a COMPAQ PORTABLE II) accidentally fell out of the van door, six feet onto hard pavement, with a sickening smash. Naturally, the latest demos had been loaded onto it in the wee hours of the morning, and it would take hours of work to reload and test out the hundreds of files and programs on another computer.

"We carried our injured (computer) compatriot into the building and spread its parts out on a table...Of course, we had to push all the parts back into the

crushed case just to carry it around. When we couldn't find major broken connectors or wires, we took a long shot and plugged it in. To our shock it booted up and worked perfectly.

"We repacked the parts in the case closer to where we thought they belonged, taped it together with duct tape, and set off to the show. It performed yeoman's duty perfectly for the next 12 days, in temperatures and humidity that are well outside specifications, as it had for years before that. (It's an outdoor boat show held in a tent and on board our boat.)

"After returning, we had it checked out by the Entre technician, who could find nothing wrong, and ordered replacements for the broken case and other parts. It has continued to operate perfectly, and has taken two more trips and performed six more demonstrations. In fact, this letter is being written on our taped-together friend. When the parts arrive, we will proudly return it to good health.

"Congratulations, and thank you for a high-quality product and crew that richly deserve any praise we can give them."

Sincerely,

The Dolphin Crew  
Jim Spaulding, President

## Drive array pair also announced

Compaq also announced a 240-megabyte Drive Array Pair for the COMPAQ SYSTEMPRO and COMPAQ DESKPRO 486/25 last month.

This new option allows a high-performance upgrade path for users with moderate expansion requirements. In addition, the drive array pair allows a COMPAQ SYSTEMPRO Model 386-240 user to upgrade to 480 megabytes of

storage capacity and take advantage of Data Guarding. Data Guarding provides full data protection while using only 25 percent of array storage to protect data, leaving more room for user storage.

During announcement activities, Compaq also noted that it is no longer manufacturing the COMPAQ DESKPRO 286. Customers can still purchase remaining units from Authorized Dealers.

## Compaq teams fare well in fun run



Members of the second-place women's team, from left, Marti Branch, Carla Havel, Karen Bucko and Mary Lee Brown, got a chance to meet Olympic gold medalist Carl Lewis.

Compaq-sponsored teams captured several places in the American Heart Association Heart & Sole Fun Run, held in Houston last month.

The women's team of employees, Marti Branch, Mary Lee Brown, Karen Bucko and Carla Havel, placed second in the Corporate Women's Division.

The men's team of Tom Cassidy, Bob Fusco, K. Doug Stewart and Jim Thompson placed third in the Retail Men's Division. The coed team of David Ball, Anne Eyler, Dixie Philips and Paul Szostak placed fourth in the Professional II Coed Division.

The company was a major sponsor for this annual charity event. Compaq donated a COMPAQ SLT/286 as a grand prize and three COMPAQ PORTABLE III PCs as door prizes. There were 90 corporate teams participating in this event.



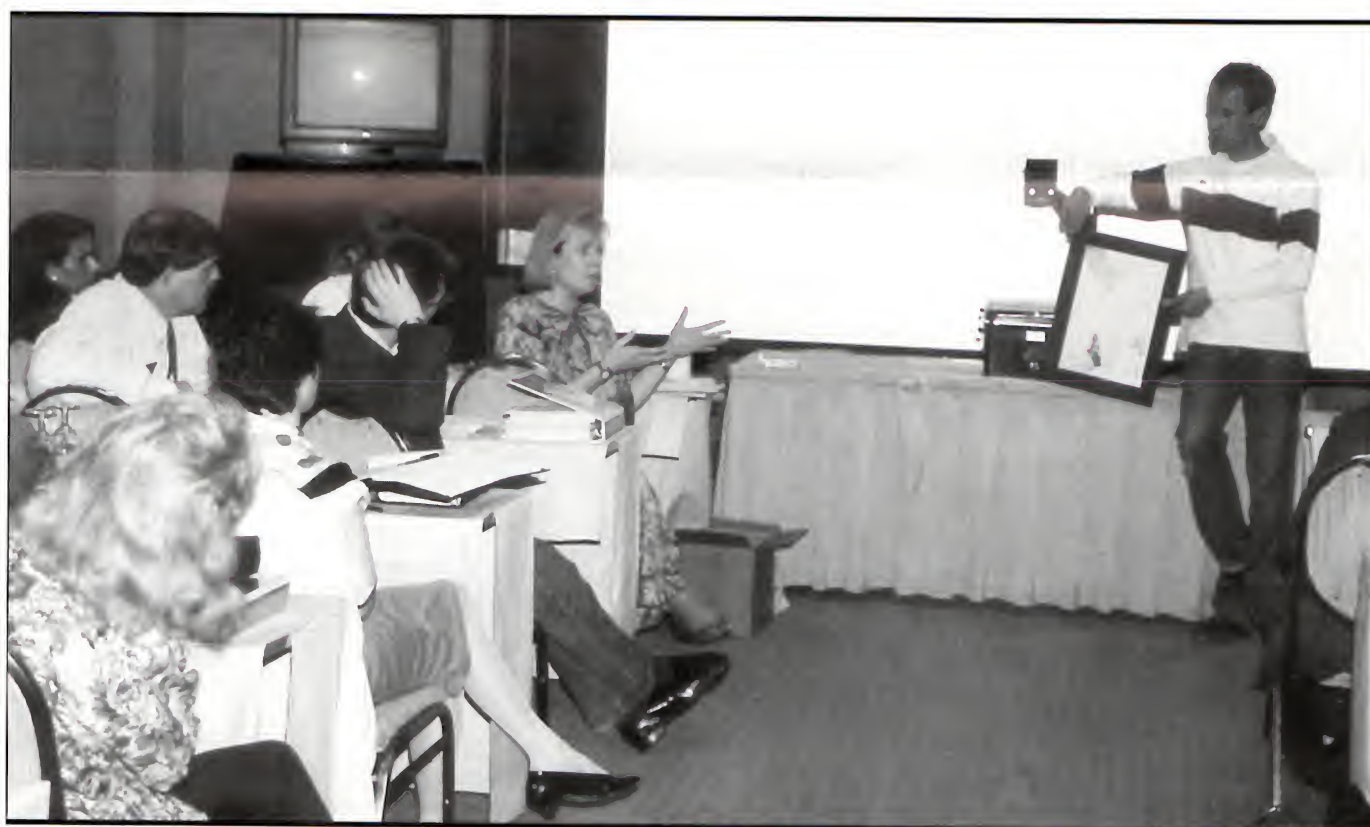
# International employees confer in Houston

Because international cooperation is a major component of Compaq success, communication among all Compaq offices is becoming increasingly vital. Each subsidiary has a wealth of information on its market, its employees and its community to contribute. To ensure that this information is available to all Compaq employees, more than 200 Marketing and Human Resources employees traveled to Houston in April for two separate conferences — the International Marketing Forum and the Worldwide Human Resources Conference. Participants met to discuss plans, objectives and strategies and ensure that all subsidiaries are proceeding in the same direction.

## Worldwide Human Resources Conference

At the Worldwide Human Resources Conference held April 8 through 13, Compaq Human Resources managers from the international subsidiaries met their Houston colleagues in a discussion of issues that will guide them through the coming year.

Sessions focused on corporate direc-



tion, Human Resources goals and maintenance of the Compaq culture within the various communities in which Compaq does business. In the photo above, (from left), Darren Oh of Singapore, Penny Kimler-Squires of Houston, John Hannelly of Australia, and Doug Young and Steve Stewart of Houston are absorbed in one of the presentations.

## International Marketing Forum

At the International Marketing Forum held April 1 through 5, many Compaq marketing employees attended general and breakout sessions designed to help them share marketing information, questions and successes with their counterparts.

In the photo at left, Daniel Beauvois, Manager of Marketing Communications Europe and International, explains the details of the first Compaq Pan-European advertising campaign to be developed. Together with Susan White, Manager of Advertising in Houston, Beauvois describes the workings of the new advertising campaign.

# Employee safety begins on the road

*Note: The Company Safety department will be making regular contributions to Inside & Out in an effort to remind all employees of the importance of safety precautions on the worksite and at home. This is our first in this series of contributions.*

What's the most dangerous machinery in the workplace? Your automobile.

In the U.S., for example, about 4,200 people were killed in on-the-job motor

vehicle crashes last year. Another 200,000 were injured. In fact, motor vehicle crashes are the number one cause of death and injury in the workplace, making such accidents the single most serious safety hazard facing the American worker today.

A recent report released by the U.S. Bureau of Labor Statistics concludes that almost 40 percent of all fatalities on the job occurred when individuals were involved in work-related motor vehicle accidents. The death and injury toll from

on-the-job traffic accidents is higher than the next two highest causes (falls and heart attacks) combined.

The cost of these accidents in terms of human life is staggering. The cost to employers is more than \$10 billion annually in direct response. More than \$15 billion in productivity is lost each year.

A recent survey revealed that only about 50 percent of workers consistently wear safety belts while driving or riding on the job. Consistent safety belt use is the employee's best defense against fatal

or crippling injury from any motor vehicle accident.

Statistically, each person has a 60 percent probability of being involved in a serious traffic crash sometime in his or her lifetime. This is a hazard for employees both on and off the job.

You can lessen your risks of being involved in such accidents by exercising caution on the roads and avoiding hazardous situations. You can also increase your chances of surviving a car accident by remembering to use your safety belt.



# Employee bowls a perfect game

After only four years of bowling, Mickey Caldwell has proof of perfecting his game. The Compaq employee recently bowled a perfect game—a 300.

It takes 12 strikes in a row to bowl a 300, a feat few bowlers accomplish. Caldwell, a Process Engineering Technician in CCM3, is the second Compaq bowler to reach 300; the first was Roy Ramos, also a Compaq Process Engineering Technician, in 1988.

It seems only fitting that Ramos was the one who sparked Caldwell's interest in bowling after he began work at Compaq. He was also at the bowling alley when Caldwell rolled his 300.

"When I first bowled, I saw the competitiveness in the sport. I'll go to the limit to get competitive in a sport," Caldwell says. "Roy said I had talent, so I kept bowling. I had a 140 average in my first league here at Compaq in 1986."

Now Caldwell averages over 200 per game. He bowls in tournaments throughout the U.S. as an amateur, and in leagues in Houston including two Compaq leagues at the Willow Fair Lanes Bowling Alley near the Compaq main campus.

"After work, I go bowling. Bowling is the only sport I do," he says. He adds that he bowls around 100 games per week.

Every game he bowled, Caldwell says he kept the idea of bowling a 300 in the back of his mind.

"I've been trying to shoot this for a long time," he says. "I've had 10 strikes in a row five times and 11 in a row once."

Caldwell says bowling a perfect game

was the most nerve-racking experience he's ever been through—especially since all his friends were there to cheer him on.

"I was shaking. I can't even remember throwing the twelfth ball," he says. "Everyone was watching after I bowled the ninth strike in a row because everyone wants to see someone bowl a perfect game. A 300 game is not as evasive as everyone thinks, but it sure is tough."

Caldwell is not too modest about his bowling talent. He says that he expects to bowl another 300 since he bowls so much. He's even planning to turn professional this year, at least during his vacations from Compaq.

The first step in becoming a professional bowler is to average 190 or better for 66 games in one league per season for two seasons. Then, if the bowler "cashes"—or makes money—two times during a year, he can compete anywhere in the U.S., with a chance of making it on television.

"I've competed with regional players, so I figure I can do it pretty quickly," he says. "I will probably never become a 'serious' professional bowler because I want to stay here at Compaq. I'll just take a couple of weeks a year and bowl professionally."

The Compaq bowler says he loves the sport of bowling and will help anyone interested in becoming a bowler.

"I love the game. It's so emotional," he says. "I like to help people bowl well and then watch them get all excited. When people throw a good ball, they always jump up and down."



Employee Mickey Caldwell recently bowled a perfect game!

## Compaq Distribution Center opens



Relocation of all distribution tasks from CCM5 to the new Distribution Center is under way.

The Compaq Distribution Center (CCD), located on the main campus in Houston, is complete and will be fully operational this month.

All distribution tasks will be carried out in the new Center, which will allow CCM5 to be used for another purpose—Options manufacturing.

The new material handling equipment which will be used in the Center will handle three times the volume handled in CCM5. All orders will be filled using this system, which is run by a Distribution Control System software package—DCSII.

By the end of the year, CCD will also be used as a keyboard manufacturing facility and as a corporate warehouse.





## Compaq West Germany rises to new heights

In 1984, the barely two-year-old Compaq Computer Corporation took its first international steps with the foundation of European subsidiaries in the UK, France and Germany. The German subsidiary, Compaq Computer GmbH, was established to coordinate activities in the three German-speaking countries—West Germany, Switzerland and Austria.

Compaq West Germany, a part of the organization of Compaq Central Europe, now focuses its efforts in marketing, sales, service and distribution support for the West German market. The subsidiary offers occasional assistance to Switzerland and Austria, which now have their own subsidiaries.

The company's West German, Central Europe and International headquarters operations are all managed from offices near the majestic Alps in Munich. Most famous for its traditional Oktoberfest—the world's largest public festival—Munich is also the capital of Bavaria, the most southeastern of the 10 West German states.

### A fast start

Ever since the company's debut in 1984, the German public and especially the local press recognized that Compaq would be an important participant in the local PC marketplace. Much of that recognition stems from the quality of COMPAQ products. In the FRG, COMPAQ products are considered the personal computer equivalent of such automobile brands as BMW, Mercedes Benz and Porsche—famed throughout the world for their quality and performance.

Each year, the reputation of COMPAQ products in Germany is enhanced by the award of such titles as "Computer des Jahres" (computer of the year) and "Die gute Industrieform" (best industry design) by the local media. Just recently, a poll of the country's computer dealers found Compaq to be one of the favorite suppliers.

Instead of enjoying these successes, however, members of Compaq West Germany view each honor as a challenge. They know that such awards mean they



Waiting for the festivities to begin at the most recent Compaq West Germany Christmas party, staff members (from left to right) Sabine Kaiser, Michael Westfabl, Sandra Sunarjo, Sergio Fussel and Marianne Rasp look forward to an exciting evening.

### Increasing growth

Compaq GmbH today employs 199 people, divided among its headquarters office in Munich, its distribution and training center in Eching and its five sales offices throughout West Germany. In number of employees, it's the third largest Compaq subsidiary outside the U.S., after U.K. and France.

With revenue of 358 million Deutsche Marks (approximately \$220 million) last year, Compaq West Germany is still growing rapidly, reflecting the strong market growth taking place in the Federal Republic of Germany (FRG). As economic and political changes sweep Europe and open new opportunities for growth, this Compaq subsidiary seems perfectly positioned to further expand on its established base.

must make even greater efforts to meet heightened customer expectations in the future.

### A star is born

German radio and television companies have quickly learned to rely on the dependability of COMPAQ products for their live broadcasts. COMPAQ PCs have assisted in the live broadcasts of elections to the Bundestag (German Parliament) in 1987, elections to the European Parliament in 1989, special economic programs and the ARD Lotto lottery drawing held each quarter. Because these events were broadcast live, they required error-free performance from the personal computers. Needless to say, the COMPAQ PCs performed perfectly.

Besides their roles on live television

### COUNTRY PROFILE

<b>Country:</b>	Federal Republic of Germany or West Germany
<b>Language spoken:</b>	German
<b>Population:</b>	61 million
<b>Head of State:</b>	Richard von Weizscker
<b>Prime Minister:</b>	Helmut Kohl

### SUBSIDIARY PROFILE

<b>Name:</b>	Compaq Computer GmbH
<b>Head office:</b>	Arabellastrasse 30 8000 Munchen 30
<b>Established:</b>	1984
<b>Employees:</b>	199
<b>Number of dealers:</b>	260

broadcasts, such COMPAQ products as the COMPAQ SLT/286 and, more recently, the COMPAQ LTE are the preferred traveling companions of German TV and radio editors who cover German politicians on the road.

The effortless communication these portable traveling companions provide impresses nearly everyone who sees them. Many German politicians—including the German Minister of Postal Affairs (Postmaster General)—now carry SLTs or LTEs.

COMPAQ laptops are not just active off-camera—they have begun to claim the spotlight themselves. German film-makers, producers and directors are sold on SLT versatility and style. As a result, the COMPAQ SLT has become a featured performer in several German television series. It won't be long before the LTE makes inroads into politics and popular entertainment, where it's sure to be a rising star.

### Getting together

The distribution of Compaq West Germany's 199 employees throughout the country makes it difficult for all team members to see one another often. But employees of this busy subsidiary make

the time to get together—at the Compaq picnic held each summer, at the company Christmas party, and at various exhibitions, marketing events and seminars held throughout the year. These gatherings help fuel the team spirit that keeps this subsidiary so successful.



Bull-riding and country and western music were the highlights of last summer's Compaq West Germany picnic. Here, Kyran Batten poses as a professional bull rider.



The last bus was waiting, but nobody wanted to go home after the delightful summer picnic.



# Rugby match determines "Country of the Yard"

Compaq France threw down the gauntlet in January with a formal challenge to its sister subsidiary across the English Channel, Compaq UK.

The proposal: a battle of epic proportions to determine which subsidiary would take home the title, "Country of the Yard."

## The sport: rugby

Rugby is a time-honored sport in Europe as well as in the U.S. The game was invented at Rugby School in England, when a participant in a soccer game picked up the ball and ran.

Aware of the significance of this first-ever contest between subsidiaries, staff members from both offices underwent rigorous training before they felt ready to engage in combat.

The Feb. 3 rugby challenge encompassed three important contests. First, the Compaq UK versus Compaq France match on French soil planned for the morning. Following a post-match meal, the teams would watch the France versus England match in the Five Nations (England, France, Ireland, Scotland and Wales) International Rugby Tournament on television at the Compaq France office. The third, and most enjoyable, contest would determine which squad could sing its country's traditional rugby songs the loudest at a dinner reception held in Paris.

## The match

The whistle blew at 10:30 a.m. Both teams were cheered by a good-sized contingent of fans representing both offices.

Notes Lee Johns, Applications Marketing Executive, of the UK team, "No quarter was asked and none given in the open play, with tackling hard and scrummaging bordering on the terrifying. Early pressure from the UK was rewarded with a 'try' from Wayne Carter, after two attempts were stopped short by tenacious



Both Compaq UK (red and white shirts) and Compaq France team members demonstrate the spirit and sportsmanship that are characteristic of Compaq employees worldwide

French tackling. Extra points were added by Paul McCord's conversion kick. The French team rallied with some of the lovely open rugby for which their country is famed."

At halftime, the score stood at 6-0 in favor of the UK.

"In the second half, the French came out hard and fast, rocking the UK team back on its heels," recalls Johns.

As play continued, the action grew increasingly fierce, resulting in several injuries. The French captain was forced to leave play with a broken nose. A UK player received stitches for a split lip and UK expatriate Tim Ilian, Industry Relations Manager for Compaq France,

dropped out of the field with a suspected broken finger. (It later turned out that he suspected correctly.) No further scores were made in the second half.

The "Country of the Yard" trophy was presented at the post-match reception by Bernard Maniglier, Managing Director of Compaq France.

Johns reports that the Compaq UK victory was not the only defeat for the French that day, as England won the international event that afternoon. "However, Compaq France excelled in singing their traditional rugby songs that evening, and pulled off a well-earned victory in the hospitality stakes," Johns conceded.

The Day of Rugby was the first inter-

national event organized by this Compaq UK ACE committee. The British team has another match scheduled in May against a team from Businessland. UK Personnel Director Ronnie Brock reported that the "Country of the Yard" trophy would be up for grabs again in 1991, this time on British soil.

"The UK team won because they had slightly more experience than we had playing together as a team," noted Ilian. "But we will be taking the trophy back from them when we play next year."

The newly minted trophy will come to final rest in a subsidiary's office once that subsidiary has won the award three times.



## SPLASH DOWN

Greg Petsch, Vice President of CPU Manufacturing, got a dunking at the recent appreciation picnic for Houston CPU Operations employees. The event was held at the Compaq recreation site on the Marshall Tract. Besides a dunking machine, employees participated in horse shoes, tug-of-war, football, softball, sack races, three-legged races, volleyball and a hayride. A disc jockey provided entertainment and a barbecue lunch was served.

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